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Glafcke, R. Emerson

A message from progress

[S.l.]

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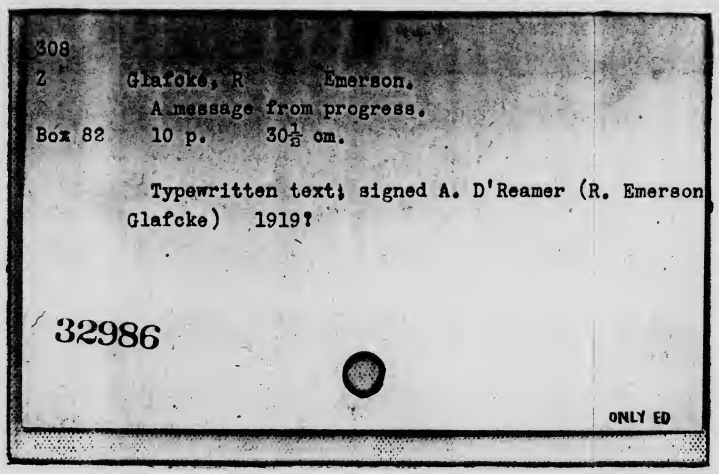

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A Message From Progress

"We do not attempt to alter Economic Law, but like those preventative measures resorted to against disease, we adopt means to serve as a control."

**"Words are things. A small drop of ink
Falling like dew on a thought, produces
That which makes thousands, possibly millions, think."**

-- A--W A R N I N G--.

CONTENTMENT, PRODUCTION and PROSPERITY are the weapons which will overcome BOLSHEVISM, ANNIHILATION and WOE, therefore, prepare to meet the issue that is to confront us within the decade.

Cheyenne State Leader DFC 719

CAUSES OF UNREST

(From the London Spectator.)

What is troubling us, as it is troubling the whole, world, is the change in values. That is the universal dissolvent. Men are granted nominal raises in wages which for the moment seem to satisfy them. They soon find, however, that these increases in pay are useless. As the price of their labor rises so rises the price of almost all the things the laborer uses. The world of labor is learning the great lesson that it is not by the nominal amount of wages that it can benefit. What men want is not a raise in money but a rise in the amount of food they can obtain for themselves and for their families, in the number of pairs of boots and suits of clothes procurable for them in the year—a rise, in fact, in the amount of all the material things they need for livelihood and enjoyment, for health and happiness. Cheyenne State Leader

The diversion of human energy from the supply of the things mankind needs to pure destruction compelled a resort to borrowing, to paper money and to high taxation, and this, coupled with a low production and the necessary increased demand which goes with an unsettled state of society, has altered and upset all values. Hence universal unrest. Worst of all, this upsetting of values impedes resort to the only remedy for the after-effects of war—namely, increased production. We cannot get properly to work largely because our standard of values has so greatly altered. Men do not know how they stand or where they are economically. Therefore they fear to engage in that speculation, that looking to the trade of the future, which is as essential to plenty and prosperity as is peace.

Now that high wages and high prices have been established, it is very doubtful whether we shall be any better off for another violent reduction of prices, even though that would theoretically be a change for the better. It may be laid down indeed that almost any system or almost any standard of prices is a good one as long as we can maintain it and let things adjust themselves to it. The danger is not so much in the high figures as in the fluctuations which make looking ahead in business impossible, or at the very best a violent gamble. Steadiness in values is what we need as the pathway to that increased production which alone can remedy the material evils of the world.

Expediency has, in certain instances, prompted a temporary provision for an increased wage to meet increase in cost of living, as in the case of the Four Brotherhoods, and likely to be the case with the Miners; this Method possibly to be applied to other claimnants as they develop, and likely to be gone over again and again until the cost of living reaches its high point, then receeds (Then What?), therefore, why not follow a course dir-ected by Logic, adopt a System with an automatic device that adjusts wages within every quarter year to the cost of living as it rises to its extreme and then begins its gradual fall because of increased production due to resulting contentment, and apply this device to all alike, settling the matter once and for all?

INTENTIONAL SECOND EXPOSURE

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3 June 1920 Jrnl

A MESSAGE FROM PROGRESS.

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It was not "A Message from Mars" that met the eye of the writer on a beautiful day in the year 1940, neither was he living in the year "A. D. 2000" and "Looking Backward", but on the contrary he was living in the very current year 1940.

He saw in his morning paper the following:

"WASHINGTON, D. C.
Bureau Of Standards
I. S. S. Factor 1.10
Current Quarter, 1940."

This announcement, prominently displayed at the head of the financial columns of the American Press, is a matter that the public has become accustomed to in the past few years, yet in view of the misapprehension prevailing in many quarters as to its origin, history, etc., and with the further view of informing coming generations, as well as strangers in our midst, a correct synopsis is presented for the benefit of all interested, though its purpose is well understood.

Professor I. C. Eureka, of the Economic Institute, Boston, recently delivered a lecture on this subject before the National University, which institution is arranging to issue a bulletin for wide distribution.

This bulletin, prepared by those who were for years so intimately associated with the matter in its various stages of development, may be regarded as official and correct, and, while quite voluminous, we are greatly indebted to Professor Eureka and the University for their kind permission to use any part, or all, in this presentation. Therefore, we avail ourselves of the favor, and to simplify matters, we adopt the narrative form and release the result, it having received the seal of their approval.

The Industrial Service Settlement Factor announced by the Bureau of Standard as 1.10 for the Current Quarter (which form of announcement appears at the head of this article) is, as its name implies, a legalized settlement factor for <u>service</u> or <u>labor</u> performed, whether that service or labor be professional, technical, clerical, clerkal, skilled, unskilled, organized, or not organized, the ~~compensation~~ contract units or unit being dollars, the dollar or fraction thereof, according to whether the time period be a year, month, week, day, or hour.

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The contract unit remains fixed, but the settlement factor (whose legalized minimum is 1.00) varies each quarter, as the fractional part thereof is affected by changes in the average of the cost (taken from the preceding quarter) of material and subsistence units regarded as necessary to substantial living, thereby those to whom the settlement factor applies are assured that as the average of the cost of material and subsistence units vary up or down each quarter, the settlement factor follows; accordingly, a person who has performed one hundred dollar contract units of service or labor within any period during this quarter receives one hundred and ten dollars in settlement for same as qualified by the factor 1.10.

That the great industrial development and progress of the past decade or more in the United States is largely attributable to the adoption and use of the industrial service settlement factor goes without saying, because the improvement in conditions since that time is marked, and through its adoption a most important point of dispute in the field of industry had been met in such manner as to place this country in an economic position far in advance of other countries that are now endeavoring to so shape their conditions as to permit its use, thereby affording evidence, if any be required, that our course was logical and correct.

It is almost unnecessary to explain why the use of the dollar unit in all other cases remained the same as of old, for the reasons are quite obvious.

In presenting anything dealing with the origin, history, etc., of this factor, one must review briefly the history of the United States for a period beginning some twenty-five years ago, for within the interval, political, social, financial, industrial and economic events transpired that were cataclysmic in effect, and from the upheaval sprang ideas epochal in their bearing on humanity.

During the years preceding the beginning of the Great War in Europe a large part of the workers in various crafts organized themselves into unions, local in character, for the purpose of securing from their employers such consideration of their proposals for betterment as was denied them as individuals. The strike was resorted to in many cases as a final resort, and served as a weapon, in many instances in bringing about an agreement and a granting of a portion, at least, of the points contended for.

Subsequent years witnessed the gathering of these local unions into large combinations, state wide, later district wide, and finally nation wide in scope. These amalgamations or federations, grew more powerful each year under a process directed by leaders, in some instances sincere and conservative, and in others the opposite, many of both types manifesting a tendency toward a final international organization with all that this might portend.

During the War, especially in Europe, a great many organizations, taking advantage of the situation, became very importunate in their demands, to such an extent, in fact, that the governments involved were compelled to resort to any measure or device that would encourage production, which condition was reflected in this country, especially after the United States became involved.

Because of the waste involved in carrying on the war, the increasing costs and the insistent demands, etc. of those engaged in the manufacture of products of all kinds, the cost of living became higher and higher, and the period immediately thereafter saw no abatement; instead it looked as though there would be still further increase.

Based largely on the continued increase in the cost of living, unions and federations made further representations for wage increases and other betterments; strikes were followed by strikes, as one branch after another in most cases secured in part what they were after, and in many cases one branch, though successful, would resort to a sympathetic strike to aid another branch of labor to secure its demands, until the industrial condition had become so chaotic as to afford a ripe field for the spread of the insidious doctrines of the I.W.W. and Bolshevism, which last had so firmly implanted itself in the economic life of one European country, bidding fair to implant itself equally as strong in the economic life of others.

Governments were becoming aroused to the crisis, and particularly the United States, where matters had as yet not reached the acute stage.

The public, comprising the vast majority of the people, always bearing the blows of the contending forces and paying the price under such adjustments as were made, realizing its position in the angle of the greatest number of degrees of an obtuse angle, with each of the contending forces occupying the two angles of far less or number of degrees, became alarmed and demanded a settlement of these conditions that were leading to a national calamity.

It seemed that this extraordinary situation, the result of twentieth century developments in world affairs, must be controlled by twentieth century ideas. Accordingly the public became mandatory in its demand that something be done to harmonize the interests of all.

During the latter part of the second Wilson administration a conference was called by the President, who selected an equal number of representatives of Labor, Capital and the Public, though the latter should have had at least as many representatives as the

two first named, and a two-thirds vote then should have controlled rather than the unanimous vote under the proportions actually called

This conference met and encountered difficulties before its sessions fairly started, the principal one being a submission on the part of the labor representatives calling for acceptance of "The Right of Collective Bargaining", to which two-thirds were ready to agree; but Capital rejected it, which action resulted in the withdrawal of the Labor Representatives, and the later dissolution of the conference.

The records of that time failed to disclose that any one presented the three necessary corollaries, collective, good faith, responsibility and guaranty, that might have made "The Right of Collective Bargaining" more acceptable to the party that rejected it.

Other conventions and conferences were called as time passed to consider this great problem, but little was accomplished, as the members thereof, not realizing the true magnitude of it, still persisted in submitting old corrective ideas that were sent in pursuit. Nothing new and virile, involving a great departure from old practices, was developed to head it off and accompany it on a new route serving as a control.

Conservative Capital was arriving at a point where it was manifesting a disposition to consider concessions to Labor, involving an amount equal to the total mutual, financial and economic loss brought about through the curtailment of production and loss of time because of strikes, provided only, that a substantially permanent stabilization of conditions would thereby be brought about.

Conservative Labor, now in the ascendent, having cast aside the radical element that had lead some organizations to naught but defeat, with the loss of public sympathy as well, began to realize that local betterments could not be brought about by resort to such methods as were practiced in Europe and Asia in the effort at righting wrongs centuries old, for conditions were not at all analogous. Therefore they were in a mood to consider anything that might tend to establish a degree of harmony, out of which, later, might come a fuller measure, in proportion as the sympathy of the public was regained.

The public agreed that neither capital nor labor could get along without one another, and were now becoming impressed with the idea, since they represented by far the larger mass, that the two first named could not progress very far without the public, for largely through that body the necessary conversion of the resultant efforts of the pair took place that permitted the process

and rapidity of movement in these cycles or turnovers begets Production and Prosperity,

to continue in its cycles; therefore the public felt that it should be considered as the most important member of a Tripartite and began to manifest an interest and concern accordingly.

These were the psychological conditions that confronted the PRELIMINARY INDUSTRIAL CONFERENCE authorized by an Act of Congress in the year 1923, which Act provided for the selection of four representatives from each Bank Reserve District, one representing Capital, one Labor and two the Public, all of whom were to assemble at Washington within a period of six months and there organize and proceed to work, with a view to the consideration of any and all proposals that might be submitted for the adjudication and settlement of the most important differences existing in the field of industry, for out of these submissions and interchange of ideas it was hoped something would develop that the Conference could endorse and recommend to Congress as material on which that body could base present and future enactments.

That Professor I. C. Eureka was singled out by the proper Committee and unanimously elected President of the Conference was not surprising, as his broad experience in national and international affairs, coupled with his specific interest and efforts in the field of industry, bespoke for him the cordial support of the representatives of all interests.

The Conference embarked on its duties in a spirit that was encouraging, as it was felt that the time was ripe for action, and a hope prevailed that in the friction of ideas something would develop that would afford a foundation upon which might rest the new practices of a substantial industrial structure.

During the first few weeks of the session many suggestions, proposals, etc., were referred to the proper committees. Some of them were idealistic, others socialistic; some radical, others conservative, yet here and there through each and all of them were one or more points possessing such merit as might warrant their inclusion in the future fabric. However, nothing as yet had come up providing a nucleus about which the other ideas could be arranged to coalesce.

Early in the second recess week that followed each fortnightly session of the Conference, a prominent official of the Government received from one of his constituents, E. K. Falgep, a communication and brief bearing on the subject being considered by that body, which he at once referred to Prof. Eureka, who, during the recess period first read it over superficially, then re-perused and analyzed it with constantly increasing interest, until that interest boarded on such enthusiasm that he decided to lay the submission which he believed contained the "meat of the situation" long looked for, before the conference.

The E. K. Falgep idea contemplated a radical departure from previous practice, yet extreme as it seemed at first glance, it conferred a benefit in proportion, upon the entire mass of the people. It appeared to provide an automatic wage settlement device that would in effect neutralize the fluctuations in the cost of living, stabilizing that issue, and at the same time it acted as an incentive to increased production, thereby compensating society for its adoption and use. Thus it would seem that the two most important points being considered by the Conference were met.

In fact it presented an American solution of the problem so far as it confronted the United States, bidding fair to furnish a domestic remedy that would forever purge the Nation of all imported ideas represented by Radicalism, Bolshevism and the I.W.W.

The essential features of his plan provided for an eight hour day and a six day week, until a proper Government Board had determined that production in any particular field was normal, after which the five and one-half day week became effective. It provided against over-production and attendant unemployment by a control and re-distribution of effort from the overcrowded field to the opposite, both from the industrial view point as well as the regional or geographical, this process but an enlarged practice of methods pursued during the Great War. It proposed "The Right of Collective Bargaining" with Guaranty, and suggested the substitution of the word SERVICE applying to all who rendered it in any form, instead of the word LABOR, which had, through practice, become a word restrictive in so far as it had been applied to or appropriated by a certain class, the point being that the use of the word SERVICE conformed more to the ideals of a republic, distinguished no particular class, but included and amalgamated all.

Its theme dwelt on the prevailing method and means of wage settlements, in connection with the constantly increasing cost of living, for every item involved in the latter had risen to abnormal heights, while the method of the former had become antiquated, and its means (the gold dollar) remained stationary and normal (the only important item required in human economics that had remained so), thus reducing its value as a settlement factor for service rendered.

The corrective proposed was to retain the use of the dollar as a contract factor and adopt a settlement factor based at one hundred, representing the average market price, taken from a predetermined number of years, of all items essential to sustain a certain standard of living, plus a decimal representing average of increase to current market price, and this plus or minus a decimal representing fluctuations as they occurred within a reasonable period to be established.

The fabric rested on the premise that Nature placed within reach of man certain things necessary to his existence, and man through service, whether skilled or unskilled, made these things available, and by adding more service increased the number and kind of things and their availability, to meet his growing requirements. Thus we observe that everything that man uses is the resultant of a combination of things and service, consequently necessary things are regarded as commodities, which leads one to regard service as the major commodity, differing radically in that it is the only one that enters into combination with all the others, and differing radically also in that intelligence is inherent, hence warranting the classifying of service as **THE ESSENTIAL** and treating it accordingly.

The foregoing carries with it an acceptance that all things, whether raw or the result of process, are broadly necessary in human economy, and that for a purpose things may be styled Material Units and Subsisting Units, and both classified as raw in the first state and manufactured in the second state, where service, or a process involving service, has been added thereto.

As an illustration affording a basis upon which a service settlement factor could be arrived at the plan covered a tentative key schedule, as follows:

Material Units - Raw: Coal, Iron, Copper and other ores, Mineral oils, etc.

Material Units - Manufactured: Coal, - lump, egg, nut - Pig Iron, Steel, Rails, Shapes, Spelter, Refined Oils, Gasoline, Kerosene.

Subsistence Units - Raw: Wheat, Corn, Cattle, Hogs, Sheep, Hides, Wool, Cotton.

Subsistence Units - Manufactured: Flour, Meal, Beef, Fats, Ham, Bacon, Leather, etc.

Service Units: This divided into all branches and occupations, skilled and unskilled.

The market price, each year, for the preceding fifteen years, covering five before, five during and five following the Great War, of all units, except service, was, under the plan, to be averaged, and a factor 100 set opposite each item, then the current market price of each item was to be considered, and if, showing an increase or decrease, a decimal of the nearest full point (halves or quarters not considered) was to be added to or deducted from the original

base factor, after which an average of all these factors to the nearest full point was proposed as a prime factor to be used in settlement of any and all service, this last factor subject to such changes as were brought about by market price fluctuation in quarterly periods.

Service units were treated in like manner up to the point of securing the average for the fifteen year period. This to be represented by a factor 100, the purpose of which was to establish a legal minimum point or base to which the average increase or decrease of the others was added or deducted, so that the two were in step upward or downward when all were above the one hundred mark, but when the average of all the others went below that mark service then remained unaffected, thus an incentive to production. See Insert.

The third fortnightly session of the Conference had barely gotten well under way when Professor Eureka called a colleague to the chair, and upon reaching the floor presented the Falgep plan, accompanied by remarks that indicated he was in strong sympathy with it, and following procedure, it was referred to a special committee for early report.

The press published its usual write-up of that day's proceedings, with a sketch of the new proposal now sponsored by Professor Eureka, which, because of the interest aroused, resulted in the complete proposal being released for the information of the public, and as time passed the features became better understood, increasing its popularity.

Technical magazines and other periodicals devoted considerable space to it; some for, some against it. Many writers and critics of national prominence took hold of the subject; some tearing it to pieces, and others re-building it in stronger form than ever. Even the film houses of that period pictured scenarios, based upon its future application and use.

After the matter was reported by the committee, and consideration of same taken up by the Conference, debate and discussion from all sides was ofttimes bitter and acrimonious.

Radical Capital claimed that it was not recognized and considered, and Radical Labor contended that their element had not received enough concessions; while the conservatives of both were inclined to agree with the representatives of the people, that Capital and Labor had had their innings for centuries past, and now comes the Public. Economic experts argued that the idea was impractical and not based on correct theories, forgetting that the same arguments emanating from like sources were uttered

The records developed a basis for comparing the average wage scale of one occupation with the like scale of another, permitting registering, justifying and adjustment, where inconsistency or injustice seemed apparent, and upon these scales, even current employment is based, as the settlement factor establishes the rate of flow of the scale to meet current conditions.

repeatedly during the inception of the Tariff Law and throughout its life of a half century or more. Capital claimed that it was revolutionary, and it would be impossible to arrange a schedule that would provide a factor base, and if provided, it would be too cumbersome to apply in wage settlements.

The friends of the idea replied to the effect that it was evolutionary, and not revolutionary, and that it did not present half the difficulties that confronted various commissions and congresses of past years in arranging, adjusting and re-adjusting the tariff under changes of policy arising during those years, and wage settlements by the use of a factor stationary during three months presented less difficulty than that at present daily met by banking and other large interests in adjusting domestic and foreign exchange accounts.

It was because of the strong demand of the public at large, in connection with the four queries and statement of Prof. Eureka addressed to the Conference, that the efforts of this organization finally crystallized on a set of resolutions and recommendations to Congress that this body used as a basis for our present law, and though the resolutions and recommendations covered features representing suggestions from many sources, the student can readily pick out the authors of the important ones, and because of the fact that the four queries and statement above referred to had such an important bearing in bringing about this result, we present them.

"Since a part of Europe had developed an idea resulting in disruption, why should not America encourage an idea designed to save?"

"A community of Soviets, each playing its horn or pipe in loud discord, or a Nation whose pipes and horns are grouped in an instrument, the keyboard operated by the master hand of a united people - WHICH?"

"Why should not the unorganized Public exercise its inherency in certain rights and protect itself against the organized efforts of any body of men, whoever they may be or whatever they may represent?"

"Shall we deny to the people the acceptance and recommendation to Congress of this result of our efforts, which carries with it a new gage for measuring the value of service, which encourages service to increased production, this result, designed on our part to benefit all, even far more so than the tariff or any other economic legislation of past years, which directly benefited but a few?"

"We do not attempt to alter Economic Law, but like those preventative measures resorted to against disease, we adopt means to serve as a control."

The last century had in England its Cobden; in America its George, and the current century in America its Eureka, although the latter and his friends for him did but claim the honor of having grouped the ideas of others around a core, whereby the dawn of a new day was provided for the American Industrial World in its emersion.

Boston, Mass.
1940.

A. D'Reamer,
Journalists Club.
P. Emerson Glafcke
Cheyenne, Wyo.

Practical application of the idea covered by the foregoing, might be limited to apply to those employed in basic and quasi public industries and service, such as coal miners, steel workers, public utility and municipal employees, mail clerks, teachers and the like, the very nature of whose employment should prevent resort to extreme measures, and its application still further limited to those whose income (base or contract) is less than $2000.00, thereby reaching the portion of our citizens most seriously affected by fluctuations in the cost of living.

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